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THE MCA MONITOR

Volume II No. 7

July-Sept., 1980

Former Yankee Relief Pitcher

RYNE DUREN *Stumps for Impact*

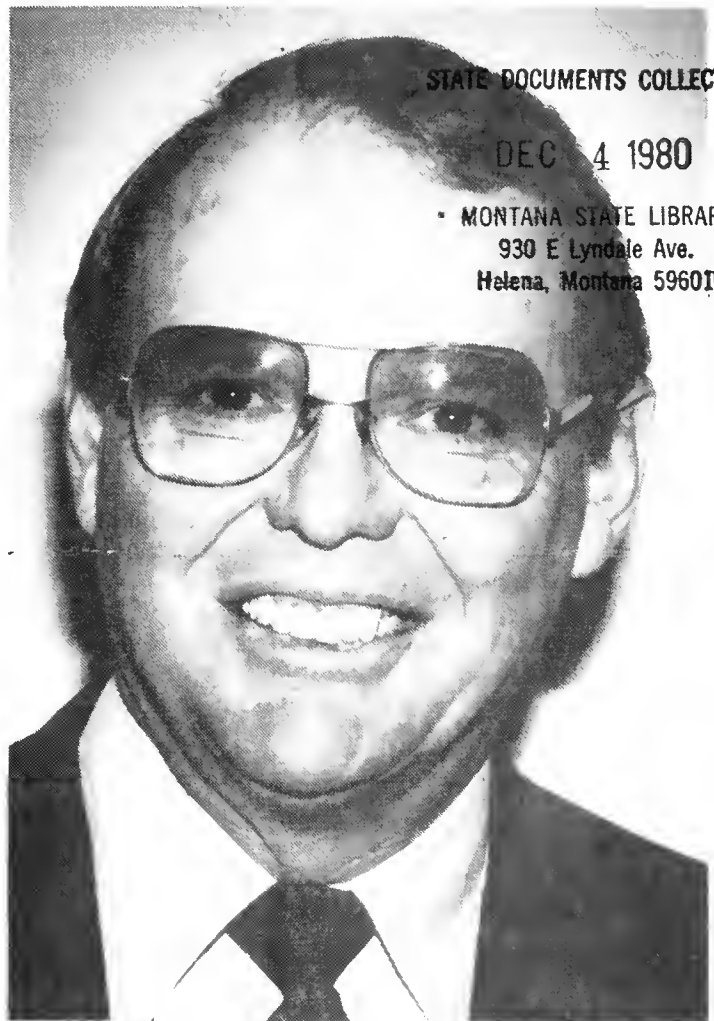
Former New York Yankee All Star Relief pitcher Rineold G. (Ryne) Duren toured Montana for a series of continental breakfasts sponsored by chambers of commerce in Helena, Great Falls and Billings, September 22-24. Duren and MCA Executive Director Bob Oaks introduced the concept of employee assistance as developed by the National Council on Alcoholism and adapted for Montana through the Impact program initiated by Montana Council on Alcoholism.

Impact helps troubled employees solve personal problems that are affecting their job performance and enables participating labor organizations and employers to save jobs and money. Because few Montana employers are of sufficient size to support internal employee assistance programs, Impact encourages participants to share centralized staff and facilities in the home community.

Duren served for nearly eight years as director of Stoughton Community Hospital Alcohol Rehabilitation and Education Program, which he established in Stoughton, Wisconsin. Starting with one counselor in 1972, the program has grown to a full-time staff of 14 counselors plus several part-time professional consultants, with both in-patient and out-patient service components.

Before establishing the Stoughton program, Duren worked for five years as an alcoholism counselor and supervisor at Norris Foundation, Mukwonago, Wisconsin, following his own recovery from alcoholism in 1968. He has appeared on numerous national television shows including Good Morning America, NBC Profile, Christopher Closeup, NBC Sports World and the NBC Tomorrow Show, and has appeared in *Three-Two Pitch*, an educational film with the University of Wisconsin, and has written an autobiography, *The Comeback* (review in "Reading," page 3).

Born in 1929, Duren began pitching professionally in 1949, and, during the course of his baseball career, was hired and then fired by seven major league teams. In 1958, Duren's first season as a Yankee, he had a 2.02 earned run average, a 6-4 record with 20 saves and 87 strikeouts in 75 innings. The Yankees won the Series that year, after going down to the Milwaukee Braves, three games to one.



"I never really knew what it was like to pitch a game sober, and now in my old age I get out on a pitcher's mound and I wish I had known."

"He takes a drink or ten," said Yankee manager Casey Stengel of Duren, "Comes in with them Coke bottles (thick glasses, Ryne's trademark), throws one on the screen and scares the ____ out of 'em."

"At least 13 of the 25 guys on the 1960 Yankee team were abusing themselves with alcohol or were down-right addicts," Duren said. "That means over half of us were in trouble with booze, yet we still won the American League pennant."

"If I had been taking heroin, the Yankees' management and doctors would have recognized it and gotten

Continued on Page 7

PLEASE RETURN



FY'81 Funding Assured: VRDP Grant—

We have received formal notice from the National Institute on Alcohol Abuse and Alcoholism (NIAAA) that \$50,000 in Volunteer Resource Development Project (VRDP) funding, has been awarded to the Council for the fiscal year beginning on October 1, 1980. This grant award will fund the third and final year of the Council's participation in a federal funding cycle of VRDP activities.

A new application for a second three-year cycle of VRDP funding has been prepared and was submitted to NIAAA at the end of FY'80 for fiscal years '82-'84. If a second cycle of funding is approved, the total award would diminish during the new cycle from \$50,000 the first year to \$40,000 the second year and \$30,000 the third year.

Work plan objectives contained in the new grant application call for developing more local alcoholism councils and for continuing consumer training events, consultation, technical assistance, communication and coordination services along lines similar to those set forth for FY'81. In addition, the work plan lists seven specific projects, including promotion of the Impact Employee Assistance Plan, publication of a quarterly newsletter, continuation of S.O.B.E.R. Alternative Action seminars, continuation of a statewide speakers service, publication of a legislative bulletin during the '81 Montana Legislative Session, conducting specialized training events in local communities and a membership expansion drive.

The VRDP grant application has been submitted for review by state and regional agencies through the Governor's Office of Budget and Program Planning, and for review and approval by Montana Health Systems Agency. This review process is required by law before applications for federal health funding may be considered by federal agencies.

S.O.B.E.R. Contract—

On September 16, Executive Director Bob Oaks signed a FY '81 contract for services with Highway Safety Division, Dept. of Community Affairs. The contract commits \$40,000 to the Council, beginning October 1, 1980, for continuation of Alternative Action activities in cooperation with Alcohol and Drug Abuse Division, Office of Public Instruction, and Child and Youth Development Bureau, Social Rehabilitative Services, to implement the state alcohol education curriculum and impact the drinking-driver problem in Montana communities.

Contract terms specified by DCA identify seven target communities as seminar sites, including Havre, Kalispell, Butte, Missoula, Bozeman, Billings and Great Falls. Contract activities center upon delivering three to four hour workshops to both students and educators in the target communities, and include sponsorship of a statewide "Think-Tank on Substance Abuse."



MCA
Publication
Review

Pro Baseball Boozers

The Comeback, by Ryne Duren with Robert Drury, Lorenz Press, Dayton, Ohio, 1978.

In this inspiring book, Ryne Duren describes how the disease of alcoholism brought him from the heights of baseball glory to the trash heap, and tells about his battle back from despair.

Beginning in a small town in mid-America, Duren's baseball career spanned nine years in the minor leagues before he ultimately achieved fame with the New York Yankees, playing in the late 60's and early 70's with such greats as Mickey Mantle, Roger Maris, Whitey Ford, and Casey Stengel.

The hero of the 1958 World Series when the Yankees became only the second team in history to win after being down 3 games to 1, and a star of the 1960 All-Star game, Duren watched his career collapse. Trade after trade, his ultimate release, the breakup of his marriage—all culminated in an apparently suicidal determination to drink himself to death.

After many false starts, lost weekends and lost years, he finally came to terms with the fact that he was an alcoholic "junkie."

"In baseball, as in all sports, drinking and the macho image go hand in hand," says Duren. "In the game of baseball, I'd say that 35% of the players are hooked. Some wonderful players were downing a fifth of Scotch a day. Some of us played hung over most of our careers, yet a lot of us had great careers."

Some players regularly arrived at the ball parks hung over. "You knew you were going to have it," he said, "and you got used to playing with it. . . . Ballplayers had the most respect for the guy who could get snookered all night long and then play a great game. Those guys were looked at as the real superstars."

Grass Roots Fundraising

The Grass Roots Fundraising Book, by Joan Flanagan for The Youth Project, Swallow Press, Chicago, 1977.

The Youth Project is a non-profit organization founded in 1970 and designed to assist citizens in building community organizations.

"This book will tell you how to use your own common sense and energy to raise the money you need," says Flanagan in the introduction. "You can create your own fundraising plan using the members and resources you have right now, so that you can pay bills and build your

GRASS ROOTS Continued from Page 2

organization at the same time. . . . You don't have to be a professional fundraiser, or have a lot of money yourself, or know a lot of important people to raise money for your group. To do grass roots fundraising you need only a basic understanding of money and people."

Topics covered in the book are grouped in the provocative categories of "Benefits for Beginners," "Intermediate Fundraisers," and "The Big Time," with a separate section on ongoing fundraising techniques entitled "Fundraising Forever." Some of the specific approaches described include book and plant sales, pot luck suppers, raffles, auctions, bazaars, lectures, dances, antique or art fairs, carnivals, concerts, marathons, sports tournaments and bingo.

NCA's Founder—

Mrs. Marty Mann Dies

NEW YORK, NEW YORK — Mrs. Marty Mann, founder of the National Council on Alcoholism and the first woman to stay sober in Alcoholics Anonymous, died July 22 of a massive cerebral hemorrhage at the age of 75.

Following her own recovery from alcoholism in 1939, Mrs. Mann, then an advertising and public relations executive, worked closely with William G. Wilson, co-founder of Alcoholics Anonymous, and other early A.A. members in an effort to expand knowledge about A.A.

After training at the Yale School of Alcohol Studies, she founded the National Council on Alcoholism in 1944 and served as the agency's Executive Director until 1968, when she was given the title of Founder-Consultant.

At the time of her death she was Special Consultant to the Director of the National Institute on Alcohol Abuse and Alcoholism and a member of the staff of Silver Hill Foundation, a private psychiatric hospital in Connecticut.

Mrs. Mann's book, "*New Primer on Alcoholism*," is considered a classic in the field. It has been translated into Spanish, Japanese, Finnish and Afrikaans. Her second book, "*Marty Mann Answers Your Questions About Drinking and Alcoholism*," was published February, 1970.

"I am an alcoholic," she wrote in the 1946 annual volume of the New York State Conference on Social Work. "I no longer mind that appellation, for I have learned that I have a disease like several million other Americans who are victims of alcoholism. I am no more ashamed of it than if I had diabetes. I know I cannot safely touch alcohol in any form."

The MCA Monitor is published quarterly by Montana Council on Alcoholism, a non-profit corporation. Board of Trustees: President, Andrew J. Utick; Vice-President, Clifford J. Christian; Secretary-Treasurer, Helen H. Bristow; Executive Director, Robert W. Oaks; Editor, Barry M. Potter.

CC's Sponsor Seminars

Executive Director Bob Oaks conducted a series of five informational seminars on the Impact Employee Assistance program in late September and early October. The four-hour seminars were co-sponsored by chambers of commerce in Helena, Great Falls, Billings, Bozeman and Butte.

Oaks and former New York Yankee All Star relief pitcher Ryne Duren had previously conducted a speaking tour in Helena, Great Falls and Billings to introduce Impact and the concept of employee assistance to chamber members. Area employers were invited to the seminars through direct mailings, telephone solicitation by volunteers and public media announcements.

Oaks' Impact presentation covers the history of employee assistance in other more populous states, and explains how a concept which has produced dramatic savings in both human misery and hard cash has been adapted to the rural needs of Montana. The presentation includes a showing of the film "Case 7201," which explains how a performance problem might show up on the job, and how the employee assistance plan performs the key functions of first identifying the root of the problem, and second, referring the employee to appropriate services within the community.

The presentation stresses that although Impact deals with all manner of employee personal problems, the great majority of those problems have been found to stem from alcohol abuse either by the employee or by a family member. For this reason, Oaks advocates that employee problems be diagnosed by an individual specifically trained to identify alcohol-related problems.

Community associations, area employers and labor organizations interested in hearing Bob Oaks' presentation on Impact are invited to contact the Council for a copy of his schedule and are urged to plan appearances well in advance.

Nancy Feeney Joins Staff

Nancy M. Feeney joined the MCA staff as administrative assistant on June 30, bringing with her ten years experience in office management and special expertise related to racial and ethnic minorities and women's problems.

Prior to joining the Council, Ms. Feeney served as administrative assistant with the MSU Department of Native American Studies in Bozeman where she worked with nationally recognized federal and state programs. She has also worked as a legal secretary and executive secretary and possesses a keen understanding of management principles.

Nancy Feeney completed her associate degree in liberal arts in 1970 at Queensborough College in New York, and thereafter studied business administration at MSU. She advocates increased emphasis on problems resulting from the changing role of women, who, often as working mothers, are entering stressful positions in business management in ever greater numbers. She feels that most information about alcoholism, as well as most of our negative perceptions about alcoholics, relate to male alcohol problems, and that relatively little is known about the specific needs of women alcoholics.

The Ex-Column

By Bob Oaks

Business provides either a product or a service for a price. What determines that price? Everything. Overhead, materials, and labor; which includes the phenomena of absenteeism, poor production, inefficiency, bad public relations, and low morale and dishonesty. Personal problems are the leading cause of poor production, absenteeism and inefficiency. The leading cause of dishonesty.

From the point of view of cost effectiveness, it is our opinion and the opinion of other experts in this field, that the most valuable program any business has is its own, individualized, employee assistance program. The financial rewards are tremendous, the morale factor even greater and the saving of lives the biggest reward of all.

Many of the leading companies in our country have begun to recognize that fact and have established in-house programs to assist employees in recovery from personal problems. The Armed Services is one of the largest organizations in America and they have recognized the wisdom of this approach for several years.

The Bell Telephone Companies, The Kemper Insurance Company, Dupont, General Electric, the major airlines, General Motors, Ford Motors, the Catholic Church, Police Forces, and Hewlet-Packard, just to name a few, have company sponsored employee assistance programs which have been extremely effective. The list goes on and on and on. Businesses of all sizes, from the very small to the giants, have begun to reap the financial benefits of an employee assistance program.

Very simply, we provide an advisory service and operate a centralized consortium to help employers, both large and small, establish employee assistance programs. Rest assured, however, we are not crusaders against the evils of alcohol. Quite the contrary. **We are**

businessmen—specifically business managers and executives who also happen to be experts in the field of alcoholism, chemical dependency, and other personal problems.

We speak the language of management, as well as the language of the troubled employee. We know the problems of management firsthand and we know the problems of addiction and other personal problems firsthand too. It has proven to be a worthwhile combination.

IMPACT Concept Earns Endorsement

The concept behind the Impact Employee Assistance Program has received some particularly significant endorsements;

"It is a sincere pleasure for me to support the concept of employee assistance. It has proven to be a very workable solution to a difficult problem. As a part of this support, I urge labor and management to unite in an effort to adopt such programs wherever possible."—David E. Fuller, Commissioner, Dept. Labor and Industry.

"... because of the widespread benefits that the employee assistance programs provide to virtually every segment of society, it is a pleasure for me to endorse its concept and advise employers in our state to explore the adoption of such a program in their business."—Thomas L. Judge, Governor.

"The Montana State AFL-CIO supports the concept of negotiated union-management programs to assist workers with personal and health problems."—James W. Murry, Executive Secretary, Montana State AFL-CIO.

"... you have my full endorsement for this exciting and worthwhile concept. I am convinced that this program will do much in the battle against alcoholism."—Max Baucus, U.S. Senator.

S.O.B.E.R.

Continued from Page 2

Workshops will be conducted with staff provided by co-sponsors, community service providers and local volunteer workers, and will deliver basic information on responsible decision making, alcohol, alcoholism, and the critical problem area of drinking and driving. Student and faculty task forces will be recruited to provide a continuing avenue of input on appropriate program activities in each target community.

Think Tank activities would be aimed at obtaining perspectives on local problems and the appropriate way to deal with such problems in the target communities.



QUESTIONS & ANSWERS

What is an Employee Assistance Program?

Very simply, it is just what it sounds like — assistance to employees. This program provides confidential, professional assistance to help employees and their families resolve problems that affect their personal lives or job performance. Besides being confidential, referrals may be made by the supervisor or the employee, or family may seek help on their own.

How does the Employee Assistance Program work?

It is an employer-sponsored program. The employer retains the services of IMPACT, which provides a qualified counseling resource that specializes in the assessment of personal problems.

Here's how the program works:

- The request for help may be initiated by the employee or the family. They simply call the number of the IMPACT center and an appointment will be arranged. **CONFIDENTIALITY IS ASSURED.** The discussion of the problem is strictly between the employee and the counselor. Neither the employer nor coworkers will have any knowledge of a request for help. If the need is indicated, the counselor may encourage other members of the family to participate in the program.
- A supervisor may request the use of the Employee Assistance Program when a performance problem occurs in order to determine if personal problems may be interfering with the job. The supervisor **will not** attempt to diagnose or counsel employees on personal issues. The program is voluntary; however, if the offer of help is refused and job performance or attendance problems continue, regular corrective procedures may apply.

Why is a program like this needed?

Progressive organizations are providing Employee Assistance Programs to their employees because it's good business and because they care about their employees.

Each of us, regardless of our position in the organization, face a variety of problems in our daily lives. Usually, we can work them out. Sometimes our problems become too much for us to handle and they affect our personal happiness, our family relations, our performance at work, and even our health. When this occurs, we often need professional help in resolving them. Without proper attention, these problems usually become worse and the consequences are often unpleasant and expensive.

What kinds of problems will the Employee Assistance Program deal with?

The program deals with human problems — the kinds that affect an employee's personal well-being and his/her ability to perform on the job. These problems may include marital difficulties, financial or legal problems, emotional difficulties, or problems caused by alcohol or drug abuse.

Does this mean that your organization has an unusual number of employees with problems?

Not at all! It simply means that your organization cares about its employees. The organization is more than buildings and equipment. When an employee has problems, it is simply good business for the employer to offer help in resolving them as early as possible.

What about work related problems?

This program has no affect on the way work related problems are handled. Work related problems are dealt with through existing organizational policies and procedures.

If the program is entirely confidential, how will the success of the program be evaluated?

Periodic reports will be given to the employer on the numbers of employees using the program. If an employee wants the employer notified of his/her progress in resolving problems, or if special considerations need to be made that affect work such as a leave of absence, this can be worked out through the IMPACT counselor.

Who will pay for the cost of this counseling or other professional services that might be necessary?

The employer pays a minimal annual subscription rate for each of his employees. The initial problem assessment and counseling services are free to the employee and their family members. If further assistance is necessary, the employee's regular health insurance and/or other benefits will be considered at the discretion of the employer. If services that are not covered by insurance are necessary, the IMPACT counselor will try to help the employee minimize the cost by making referrals to the most appropriate agency. These costs will be the employee's responsibility, but many times services are available which are based on the individual's ability to pay. When applicable, sick leave, vacation time, or leave of absence may or may not be used, depending on the preference of the employer.

BENEFIT BAZAAR

Community Fundraiser Offers
Thousands of Donated Items...

Donations to the Benefit Bazaar recycle-it-sale co-sponsored by MCA, Helena Attention Home and Boyd Andrew Service Center in August produced a huge selection of good used merchandise. Donations included home furnishings, small appliances, radios, television sets, chairs, tables, heaters, light fixtures, toys, sewing notions, clothing, shoes, purses, beds, doors, windows, sinks, craft items, video games, tires, wooden packing crates and pallets, and hundreds of other items of every description.

The five-day bazaar sale was advertised through fliers, word-of-mouth, radio public service announcements, and drew significant television and newspaper coverage. Boyd's conducted a raffle for a whole hog (cut and wrapped), donated meals and merchandise. The sale continued for two additional weeks with volunteer workers, utilizing a highway sign, PSA's and fliers for advertising.

The Council is conducting a series of auctions with

Jack Hargrove of J&M Auction Co. of Helena, to dispose of merchandise that did not sell during the bazaar. Hargrove personally assists in preparing the merchandise for sale and takes only a fraction of his ordinary commission.

Helena and East Helena merchants and area residents were highly cooperative in all aspects of the sale including moving merchandise, repairing items free or at reduced cost, renting equipment at reduced rates, hooking up utilities for the sale and providing the sale location. Both Boyd's and Helena Attention Home contributed generously in staff time and promotional assistance.

Some donated clothing which did not sell during the bazaar has been placed on consignment at local used clothing stores or donated to the Lewis and Clark Humane Society, Salvation Army, Grand Street Theater and other local drama groups.

**Sorting
bazaar
items,
ranging from
shoes to
electronic
table games,
are
Larry Huntsinger
and
Ralph Stevens.**



Photo courtesy of Dave Shores, Helena Independent Record

IRA FEIGER: ON THE OPI WAGON

Beginning August 24 and ending September 3, Assistant Director Ira Feiger participated in a regional workshop tour sponsored by the Office of Public Instruction. The tour visited Havre, Glasgow, Sidney, Lewistown, Laurel, Butte and Ronan.

A group of more than forty resource persons including Feiger traveled by chartered bus to visit schools in each target community to provide resource information to teachers, school counselors, administrators and other school district staff from both elementary and secondary schools. The Office of Public Instruction scheduled and coordinated all tour events.

"I was very impressed with the commitment, skill level and enthusiasm of OPI staff," said Feiger. "Our participation in the tour has generated a great many requests for followup workshops and additional information."

Tour events lasted for one day in each community and consisted of a one-half hour opening session with

Superintendent of Public Instruction Georgia Ruth Rice and host school officials, followed by two morning and two afternoon sessions, each lasting about one hour and fifteen minutes. Each session interval offered about 25 scheduled presentations on widely varying topics ranging from teen sexuality, music and science through reading, nutrition, first aid, dancing, handicapped needs, and public relations to food service programs, home economics, computers, women's roles, weight management and photography.

Feiger's presentation, "The Alcohol Question: What Can I Do?", provided general alcohol abuse and alcoholism information and discussed how to identify alcohol related problems among students as well as among school staff. He covered services available statewide and in individual communities, referral procedures and demonstrated available resource materials including the film "Soft As the Heart of a Child," available on loan from the Council, and the state alcohol curriculum guide.



"Stengel remarked one day that whenever I came into a game people would stop eating their popcorn. I appreciated that."

Continued from Page 1

me the proper treatment," he says in *The Comeback*. Instead, manager Stengel "had a pretty fair tolerance for drinkers, as long as they did their job on the field."

As a Los Angeles Angel, Duren held the American League record in 1961 for the most strikeouts in a row, and again made the American League All-Star team. That same year he realized he was in trouble with alcohol.

Thereafter, Duren was sporadically sober, sometimes for as long as six months at a time. His baseball career ended in 1965. His "arm was shot" and he was saved from a suicide attempt by Washington Senator manager Gil Hodges. Now divorced, he worked and bummed his way across the country. He lived on skid row. He spent 82 days in a mental hospital. He hit bottom on May 4, 1968 in Milwaukee, Wisconsin, after wrecking a new company car and staying drunk for ten days in a row. His brother found him plotting suicide again, this time by drowning in Lake Michigan.

Duren recalls the turning point in his life as the realization, at Milwaukee's De Paul Rehabilitation Center, that alcohol is like heroin, an addictive drug. "I'd always had an aversion to what I considered to be drugs. . . . Yet for nearly a quarter of a century, I poured this drug down my throat as if it was air. I was hooked on a drug that was never described as a drug, nor did it look like one."

Now twelve years sober and remarried, Duren is eager to educate his community and the baseball world to this same realization. "Alcohol is not harmful," he says, but "ignorance about the drug is a dreadful killer."

OAKS TOUCHES BASES IN WASHINGTON, D.C.

Beginning August 1, Executive Director Bob Oaks spent one week in Washington, D.C., attending a national meeting of Volunteer Resource Development Project (VRDP) directors at no expense to the Council. His trip was paid for through a federal (NIAAA) technical assistance contract. Oaks was also able to speak to staff of the Montana Congressional Delegation, the Senate Subcommittee on Alcohol and Drugs, National Council on Alcoholism, as well as Senator Paul Laxalt, National Chairman of the Reagan Campaign, and Dr. Ana Ruth Graham, NIAAA administrator of the VRDP program.

Oaks received a warm reception from the Montana Congressional staff at the Washington offices of Senators Max Baucus and John Melcher, and Congressmen Ron Marlenee and Pat Williams. Oaks reviewed MCA activities and expressed his concern that too little attention nationally is paid to rural problems in the field of alcoholism. Oaks also mentioned widespread local concern about uncertainty in the national funding picture for the alcoholism field and urged continued support by Montana's Senators and Congressmen for expanded levels of federal funding for alcoholism prevention and treatment, particularly in rural areas.

In meetings with the staff of the Senate Subcommittee on Alcohol and Drugs, Oaks expressed similar concerns, as well as the need for federal authorities to "issue a call for unity among the different components of the alcoholism prevention and treatment field." Oaks emphasized that national authorities must encourage common goals and unity of effort among all service resources, rather than fostering competition for scarce and perhaps diminishing sources of federal funding.

Subcommittee staff were very receptive and listed Oaks as a potential source of testimony before the full Subcommittee in January. Followup communications indicate that all members of the Montana delegation have supported Oaks' appearance before the subcommittee on behalf of the citizenry of Montana.

In his meeting with Senator Laxalt, Oaks inquired about Ronald Reagan's stand on alcohol issues and was told that Reagan is supportive of the field but at that point in the campaign, had not finalized a position.

With Dr. Ana Ruth Graham of the National Institute of Alcohol Abuse and Alcoholism (NIAAA), Oaks discussed Council activities, funding and future directions of MCA volunteer activities, and learned that VRDP grant funding was assured for the Council in Fiscal Year 1981.

Throughout his conversations with various national authorities, as well as with other VRDP program directors, some affiliated with the National Council on Alcoholism and many not, Oaks found great uncertainty about future federal funding opportunities for alcoholism. He felt the indecision about how to spend human services dollars was compounded by election year uncertainties as well as by many rumors and threats of massive budgetary cuts.

WOMEN AND ALCOHOLISM

NCA Releases a New POSITION PAPER

In a recent Position Paper, NCA has addressed women and alcoholism, and is committed to redressing past neglect or public ignorance of alcoholism and its impact on women. NCA premises are: 1) women have needs in prevention, outreach, and treatment for alcoholism that differ from those of men; 2) research findings using male subjects cannot be assumed to apply to women; 3) for both men and women, prevention, outreach and treatment efforts must take into account the familial and social context of the person with the alcoholism; and 4) the disease of alcoholism must be addressed in the context of the overall physical and psychological health of the individual.

NCA stresses:

1) that **women are often unduly condemned for drinking to excess**, and often, in this regard, unjustly portrayed as being morally deficient, promiscuous, and an object of scorn, rather than a victim of disease.

2) **The physiological, psychological and social**

MONITOR GOES QUARTERLY

Beginning with the July-September issue, the *MCA Monitor* will be published on a quarterly schedule. The quarterly schedule should reduce mailing and printing costs, as well as staff time required for preparation, and should allow us to use headlines and more photographs.

Our new deadline for contributed materials will be one week after the calendar quarter ends. As before, the *Monitor* welcomes content suggestions, book reviews, letters to the editor, editorial comments, news items and photos from our readers. If you know of a newsworthy event coming up, drop us a line, attention *Monitor*.

Our present mailing list covers more than 900 members and friends, both alcoholism professionals and consumers. Readers have requested that we run cartoons and we are searching for artists for future issues.

We will be happy to consider publication of any material you feel will interest our readers. If there is some regular feature you would like to see, just let us know.

aspects of alcoholism in women are still not fully understood. We do know that women tend to develop alcoholism later in life than men, experience a more rapid progression of the disease, and are more prone to certain physiological consequences.

3) **Social stereotypes of women lead to discrimination** in all areas of life, including prejudicial or inappropriate treatment for health problems. This has often caused women to seek treatment at a later stage in their illness than men. Changes in women's roles have created new stresses which further complicate approaches to reaching and treating women with alcoholism, since younger women and women adopting new roles may require different treatment and support systems than older or more traditionally oriented women.

4) **All women**, and especially those with special needs, such as lesbians, minority women, older women, and the handicapped, **need additional support services which many health professionals are ill-equipped to provide.** Health professionals also are often not competent to diagnose alcoholism and recommend proper treatment for the illness. Obstetricians and gynecologists have particular need for information about alcoholic symptoms, due to the high correlation between alcoholism and ob/gyn problems.

5) **Adequate child care facilities for alcoholic women should be a top priority item.**

MCA Moves to New Office

In September, Council offices were moved to Washington Plaza, 2033 11th Ave., with an entry on Washington St., west of Coach House East. Our new neighbors include Sage Advertising, Retail Clerks Local 684, Montana Hospitals Rate Review System, and Montana Systems Development.

We have abundant parking and are easily accessible via the Capitol Exit from Interstate 15 and from Highways 12/287 on the east side of Helena. We are near state offices in the Capitol Complex as well as numerous motels and restaurants with excellent meeting facilities.

Membership Application

MONTANA COUNCIL ON ALCOHOLISM

MEMBERSHIP CATEGORIES

Individual	
Student/Sr. Citizen	\$ 5 <input type="checkbox"/>
Supporting	10 <input type="checkbox"/>
Contributing	25 <input type="checkbox"/>
Sustaining	50 <input type="checkbox"/>
Agency/Organization/Firm	
Supporting	\$ 25 <input type="checkbox"/>
Contributing	50 <input type="checkbox"/>
Sustaining	100 <input type="checkbox"/>
Sustaining Donor	300 <input type="checkbox"/>

Dues Are Tax Deductable

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Name _____
(Last) (First) (Middle) (Nick-Name)

Address _____
(Street) (City) (State) (Zip Code)

Occupation _____ With _____

Phone _____
(Home) (Business)

Affiliations _____

Are you interested in serving as a volunteer? Yes ☐ No ☐

Interests _____

Specific Concerns _____